



### **Why Wellness, Why HumanaVitality?**

For far too long, Kentucky has ranked near the top of the list for smoking, obesity and diabetes. And far too many folks are not getting their necessary annual checkups and preventative screenings. It's time to reverse these trends.

HumanaVitality is an actuarial based wellness program that can provide both tangible and intangible benefits to the Kentucky Employees' Health Plan (KEHP), the employers' bottom line and to members' health. Effectively designed and managed wellness program, like HumanaVitality, have been shown to reduce employee health care costs, increase productivity, reduce work days lost due to illness and injury, reduce workers compensation and disability claims, improve employee morale and increase employee retention.

### **Proof in the Numbers**

#### **Reduce employee health care costs**

A recent Harvard University study found that medical cost fall by about \$3.27 for every dollar spent on wellness programs and that absenteeism cost fall by about \$2.73 for every dollar spent<sup>1</sup>.

#### **Reduced presenteeism and increase productivity**

It is estimated that only 22% of the economic impact of chronic diseases in Kentucky is due to actual health expenses, the vast majority (78%) comes from lost productivity<sup>2</sup>.

#### **Reduce work days lost due to illness and injury**

An article published in the Journal of the American Medical Association indicated that, in one study, the "wellness" approach resulted in a 17 percent decline in total medical visits and a 35 percent decline in medical visits for minor illness.

#### **Reduce workers compensation and disability claims**

A University of Michigan study showed that 85% of workers' compensation costs were attributed to worker health status tied to risk assessment.

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<sup>1</sup> Hemp, Paul, Presenteeism: At Work – But out of it, Harvard Business Review, Available from: [www.hbr.org](http://www.hbr.org).

<sup>2</sup> DeVol R, Bedroussian A. An unhealthy America: The economic burden of chronic diseases. Santa Monica, CA: Milken Institute; 2007 October.